



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
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WASHINGTON, DC 20350-1000

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SECNAVNOTE 5420
ASN(M&RA)
24 May 1999

SECNAV NOTICE 5420

From: Secretary of the Navy

To: All Ships and Stations (less Marine Corps field addresses not having Navy personnel attached)

Subj: REPORT OF THE 1998 SECRETARY OF THE NAVY'S NATIONAL NAVAL RESERVE POLICY BOARD

Ref: (a) SECNAVINST 5420.170H

Encl: (1) 1998 NNRPB Observations and Recommendations
(2) Meetings with Military and Civilian Leaders
(3) Briefings Received by the Board
(4) Items forwarded to the Reserve Forces Policy Board (RFPB)
(5) Items forwarded for CNO action
(6) Open Items
(7) Closed Items
(8) 1998 NNRPB Membership

1. Purpose. To issue the recommendations of the Secretary of the Navy's (SECNAV) National Naval Reserve Policy Board (NNRPB) and the action taken by the Secretary of the Navy (SECNAV).

2. Discussion. The NNRPB met 12-20 September 1998 to consider issues of policy affecting the Naval Reserve. Enclosures (1) through (3) summarize the Board's program and activities; enclosures (4) through (7) document formal actions; enclosure (8) lists the NNRPB membership for 1998.

3. Action

a. The Chief of Naval Operations (CNO) will implement the actions directed by the SECNAV in enclosure (5). Implementing status reports will be forwarded to the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN(M&RA)) until action is completed. The Commander, Naval Reserve Force (COMNAVRESFOR) will disseminate the implementation reports. The Deputy Assistant Secretary of the Navy (Reserve Affairs) will provide the NNRPB members with implementation reports.

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b. Information addressees will give this report wide dissemination within the Naval Reserve.

4. Report. The reporting requirement contained in this notice is exempt from reports control by SECNAVINST 5214.2B.

Richard J. Danzig
Secretary of the Navy

Distribution:
SNDL Parts 1 and 2
MARCORPS PCN 71000000100

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1998 National Naval Reserve Policy Board
OBSERVATIONS AND RECOMMENDATIONS

Introduction. In 1997, the National Naval Reserve Policy Board (NNRPB) initiated field visits to seek input from senior military and civilian leadership in Norfolk, VA; Tampa, FL; and Pearl Harbor, HI, regarding the Naval Reserve. During 1998, the Board focused on the European Theater, visiting Germany, Italy, and Portugal. The Board also met with senior civilian and military leaders and local Naval Reservists in New Orleans, LA, and Washington D.C. Members of the Marine Corps Reserve Policy Board (MCRPB) participated in these combined activities. In 1999, the Board plans to visit COMTHIRDFLT, SURFPAC, AIRPAC, NAVMEDCLINIC San Diego, as well as SOUTHCOM, CENTCOM, SOCOM and several reserve activities in REDCOM regions EIGHT and NINETEEN. *The Board found the 1998 field visits very valuable, particularly in establishing a substantive dialogue with the primary customers of the Total Force, the warfighting Commanders in Chiefs (CINCs). Additionally, the opportunity to discuss policy and problems with large numbers of Selected Reservists in a town hall setting proved very worthwhile.*

Significant Milestones. In 1998, the NNRPB initiated a Web Page and established a database for document tracking. A visit to Commander, Naval Reserve Force (COMNAVRESFOR) headquarters in New Orleans and the first Board visit to European Theater commands were also successfully executed. During the September 1998 General Assembly, 33 items were reviewed in detail. The Board forwarded six items to the Reserve Forces Policy Board (RFPB) for consideration or to support a RFPB initiative. Of the 14 issues remaining open, seven will be forwarded to the Chief of Naval Operations (CNO) for consideration, six will be monitored until action underway is complete and two will be actively worked by the 1999 NNRPB. 12 items were closed.

1998 NNRPB Theme. "Enabling Seamless Integration" was the general theme of the 1998 Board deliberations. The issues considered were grouped under three general headings: Total Force Planning and Operations, Administration and Management, and Equity. Regarding Planning and Operations, the Board supports the continuing efforts to articulate a Naval Reserve Strategic Vision based on Total Force wargaming and doctrine development, under three-star leadership and resourcing, implemented through Reserve Liaison Officer (RLO) program expansion.

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Joint Experience. The Board believes the Naval Reserve should acknowledge and support the increasing demand for Joint experience in the Force and implement education, training and management systems which will accommodate warfighting CINCs' requirements.

Joint Experience Tracking. The Board observed a growing need for the ability to identify Joint training and experience in the Naval Reserve. While Joint Professional Military Education (JPME) can be tracked with Additional Qualification Designators (AQDs), there is currently no systematic way to identify individuals or units with experience on Joint Task Forces or Unified/Joint commands and staffs. The Board is recommending that CNO establish processes to document joint training and experience. (Item 00038)

Information Technology. As in 1997, the Board continues its support of the adoption of sound, solid information technology precepts, in planning and execution of Force administration and management policies.

COMNAVRESFOR Executive Steering Committee (ESC). The Board notes its increasing interaction with the Commander, Naval Reserve Force (COMNAVRESFOR) ESC. This continues to foster mutual education and assists in rapid implementation of Total Force policies. Accordingly, the Board wishes to acknowledge the significant progress achieved to date by and through the COMNAVRESFOR ESC.

Elimination of Residual Barriers to Integration. The Board will continue to monitor progress toward this goal, which the Board has adopted as a guiding principle.

Reserve Quality of Life. The Board discussed the possibility of conducting a survey of the Reserve Force to determine what are the concerns of its members. This will be examined by the 1999 Board as to the cost, feasibility, utility and potential value to the Total Force.

Enlisted Advancement. While advancement potential for individual enlisted members is extremely important as a Force manpower, morale and retention issue, and any stagnation in this area is of concern, the Board's sense was that this is ultimately a force structure issue, not a policy issue. However, the Board will

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continue to monitor enlisted advancement as a reflection of the efficacy of other, related policies.

Items Forwarded to the Reserve Forces Policy Board (RFPB).

These items were forwarded to the RFPB and are detailed in enclosure (4).

Hostile Fire/Imminent Danger Pay In Connection With Inactive Duty Training Travel (IDTT). The Board observed an entitlement inequity between hostile fire and imminent danger pay for Naval Reservists and their active duty counterparts. This may inhibit operational commander's willingness to employ Naval Reservists in some theaters.

The Board continues to support this initiative, which has been forwarded to the Reserve Forces Policy Board (RFPB), recommending that Department of Defense (DoD) regulations be changed to correct this problem. The Board also recommends the RFPB include this issue in the Active Component (AC)/Reserve Component (RC) Benefits/Entitlements Study. (Item 00010)

Exemption of Selected Reserve Pay from Unemployment Benefits.

A similar issue was previously forwarded to the RFPB. However, it appears there is a Federal Government level impediment preventing states from treating Reserve and National Guard pay identically when calculating unemployment benefits.

The Board recommends the RFPB assess the magnitude and impact of this impediment and initiate measures to remove it, if warranted. (Item 00031)

Early Receipt of Retirement Benefits. The Board considered the possibility of allowing Reserve members an option which would provide some retirement pay prior to the age of 60.

The NNRPB is requesting that the RFPB include this in its pay and benefits study. (Item 00035)

Full Commissary Privileges. The restriction of Reservists to a limited number of days of commissary use is not only a major impediment and discriminator, but also generates unnecessary administrative costs.

The NNRPB supports the current legislative efforts to increase the number of days Reservists may use the commissary, also
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strongly urging that this impediment be eliminated in its entirety and resources now directed at administration are employed elsewhere. (Item 00036)

Reserve Components INCONUS and OUTCONUS (Space Available) Travel to Perform Inactive Duty for Training (IDT). Drilling reservists are currently forced to pay for travel to IDT at gaining commands outside the continental United States (OUTCONUS). Inside the continental United States (INCONUS) drilling reservists fall below retirees' in priority. This limits Reservists' familiarization with, and support of their gaining commands. Allowing space available travel for IDT (INCONUS and OUTCONUS) at the same priority as active component members would not only reduce a barrier to integration, but would increase Reservists' integration with gaining commands.

The NNRPB is requesting that the RFPB examine the possibility of changing the appropriate DoD directive to allow this. (Item 00037)

Make Reserve Chiefs and Guard Directors 3-Star billets. The size of the Reserve Component and the need to become a Total Force argues convincingly for the Reserve Chiefs and Guard Directors billets be designated and filled at the three-star level.

The NNRPB fully supports the RFPB initiatives in this area. (Item 00041)

Items Forwarded to the Chief of Naval Operations (CNO). Officer Service Record Maintenance. (Item 00030)

Joint Experience Tracking.(Item 00038)

Travel Claim Settlement (Item 00039)

Naval Reserve Strategic Vision Document (Item 00042)

Enforcement of Accession Contracts (Item 00048)

Total Force War Gaming and Doctrine Development (Item 00049)

Single Hour Drill Increment (Item 00050)

Items to be Actively Worked by the 1999 NNRPB.
Lower Level Award (Item 00040)

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Aviation Continuation Incentive Pay (Item 00051)

Items to be Monitored.

Uniform Administrative Board Procedures for Active Duty and Selected Reservists (SELRES) (Item 00013)

Reserve Eligibility in the Navy's Seaman to Admiral Program (Item 00021) Eligibility of Selected Reservists for Unit Awards (Item 00022)

Compatibility of Fitness Report/Evaluation Software (Item 00029)

Travel to Inactive Duty Training (IDT) at Member's Own Expense (Item 00033)

Annual Training (AT) Length (Item 00045)

Closed Items. The Board closed the following 12 items, in most cases, because significant progress toward seamless integration and equity for Naval Reservists obviates the need for further oversight. Enclosure (6) provides detailed final status on the following issues.

Administrative Separation of Selected Reserve for Misconduct as Evidenced by Drug Abuse (Item 00001)

Individual Mobilization Augmentee (IMA) Level and Mix within the Naval Reserve Force (Item 00002)

Accelerating Seamless integration by Streamlining Administrative and Training Administration Requirements (Item 00006)

Single Bachelor Allowance for Quarters (BAQ) for Reservists on Extended Active Duty Training/Active Duty for Special Work (ADT/ADSW) (Item 00017)

Optimum Unit Geographic Location (Item 00019)

Implementation of a Total Force Identification Card (Item 00020)

Eligibility of Selected Reservists for DoD Service Medals and Joint Awards (Item 00023)

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Impact on Selected Reserve Member Upon Completion of Voluntary Periods of Active Duty for Special Work (ADSW) (Item 00024)

Quality and Standardization of Women's Uniform Items (Item 00027)

Prostate Specific Antigen (PSA) Testing for all male Reservists over age 40 (Item 00028)

There is No Consistency in Reporting Results of Officer Selection Boards in the United States Navy (Item 00032)

Montgomery GI Bill (MGIB) Item (00034)

SECNAV Briefing. In September 1998, accompanied by the Marine Corps Reserve Policy Board (MCRPB) Chairman, the NNRPB Chairperson briefed the Secretary of the Navy, Assistant Secretary of the Navy (Manpower and Reserve Affairs), and Deputy Assistant Secretary of the Navy (Reserve Affairs) on 1998 Board progress, deliberations and 1999 planning.

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MEETINGS WITH MILITARY AND CIVILIAN LEADERS

Abbot, ADM C.S., USN	Deputy Commander in Chief, U.S. European Command (EUCOM)
Byrd, RADM J.T., USN	Director, Strategy and Policy Division, (N51), CNO
Becraft, The Honorable C.H.	Assistant Secretary of the Navy (Manpower and Reserve Affairs)
Brautigan, MGen R.L., USAR	Director, Mobilization and Reserve Component Affairs, U.S. European Command (EUCOM)
Brunelli, RADM J.F., USNR	Commander, Naval Surface Reserve Force (COMNAVSURFRESFOR)
Carpenter, MGen S.M., USAF Forces	Military Executive, Reserve Policy Board (RFPB)
Cragin, The Honorable, C.L.	Acting Assistant Secretary of Defense (Reserve Affairs)
Herd, MMCM, J.L., USN	Master Chief Petty Officer of the Navy
Huly, BGen J.C., USMC	Deputy Commander, Marine Forces Reserve (MARESFOR)
Keith, RADM S.T., USNR Force	Commander, Naval Air Reserve (COMNAVAIRESFOR)
Lautenbacher, VADM C.C., USN	Deputy Chief of Naval Operations (Warfare Requirements and Assessments, (N8), CNO
Lopez, ADM T.J., USN	Commander in Chief, U.S. Naval Forces Europe/Commander and Chief, Allied Forces, Southern Europe
O'Connell II, Mr. T.M.	Chairman, Reserve Forces Policy Policy Board (RFPB)

Enclosure (2)

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Oliver, VADM D.T., USN	Chief Navy Personnel/Deputy Chief of Naval Operations for Manpower and Personnel, (N1) CNO
Rodrigues, ADM A.R., Portuguese Navy	Commander in Chief, Iberian Atlantic Area (CINCIBERLANT)
Rostker, The Honorable B.D.	Assistant Secretary of the Navy, (Manpower and Reserve Affairs)
Totushek, RADM J.B., USNR	Director, Naval Reserve, (N095), CNO
Vaughan, RADM G.D., USNR	Program Executive Officer, Mine Warfare, Assistant Secretary of the Navy for Research, Development and Acquisition

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BRIEFINGS RECEIVED BY THE BOARD

"NAVPERSCOM PASS Program Office," LCDR Katherine Reed,
NAVPERSCOM (NPC-33)

"CINCUSNAVEUR Total Force Integration," CAPT (Sel) John. W.
Hardy, USNR

"COMFAIRMED Reserve Integration/Utilization," CAPT Jerome A.
Dabrowski, USN

"Defense Travel System (DTS), Jerry H. Brown, Director, Navy
Passenger Transportation

"EUCOM Chaplain Status," CAPT Arnold E. Resnicoff, USN, EUCOM
Command Chaplain

"EUCOM Command Operations," MAJ John H. Comi, USA

"EUCOM Intelligence Brief," Mr. James Schofield

"Future Worlds; Future Militaries," Mr. John L. Petersen, The
Arlington Institute

"Marine On-line Program," COL Richard N. Shuck, HQMC, CMC
(MRA)

"MIUWU 102 Detachment Integration Plan," CAPT Ray McKewon,
USNR

"NATO and the Reserve," CDR Frank Scaringello, USNR

"Naval Reserve Force Civilian Skills Data Base," CDR Richard
Blunt, USNR

"Naval Reserve Force Personnel Issues," VADM Daniel T. Oliver,
USN, Chief Navy Personnel

"Naval Reserve Readiness," CDR William Lane, Chief of Naval
Operations (CNO) (N952B)

"Navy Standard Integrated Personnel System (NSIPS)," CAPT Mark
S. Moranville

"Navy Manpower Processes," CDR Lisa Meunier, CNO (N095)

"Navy Uniform Program," Ms. Becky Adkins, Director, Naval
Uniform Program

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"Navy Passenger Transportation (CNO)," Mr. Jerry H. Brown,
Defense Travel System

"National Committee for Employer Support of the Guard and
Reserve," Kenneth U. Jordan and John Galles, National
Committee
for Employer Support of the Guard and Reserve

"Readiness Monitoring and Reporting Systems," CDR William
Lane, CNO (N952B)

"Reserve Marine On-line" COL Larry E. Bandy, Chief of Staff,
Marine Corps Reserve Support Command, Kansas City, MO

"Resourcing the Navy in POM-00" VADM Conrad C. Lautenbacher
Jr., USN, Deputy Chief of Naval Operations, Resources, Warfare
Requirements, and Assessments, (N8) CNO

"Strategic Studies Group Overview," LCDR Jeff Cares, USN

"The Role of Naval Reservists in European Exercises," CAPT
Michael McCabe, USNR, EUCOM

"Transferring Our Reserve Littoral Forces to the Fleet," CAPT
Ray McKewon, USNR

"USMCR R-Net," COL Richard N. Shuck, USMC, HQMC, CMC (MRA)

"Utilization of the Naval Reserves," CAPT Kevin Parker, USNR
COMSUBGRU EIGHT

COMMAND BRIEFS

Commander, Naval Surface Reserve Force (COMNAVSURFRESFOR),
RADM J.F. Brunelli, USNR

European Command (EUCOM), LTGEN David L. Benton III, USA

Headquarters, Marine Forces Europe (HQ MARFOREUR), Captain
Lance R. Blyth, USMC

Commander in Chief, Iberian Atlantic (CINCIBERLANT), Commodore
Geoffrey H. Edwardes, RN

Commander, Sixth Fleet (COMSIXTHFLT), CDR John Gilmore, USNR

Special Operations Command, Europe (SOCEUR), MAJ R. Pinkston,
USA

U.S. Naval Forces Europe (NAVEUR), LT Doyle Hodges, USN

PANELS

COMNAVRESFOR ESC

RADM G.D. Vaughan
RADM M.E. Fussell
RADM S.T. Keith
RADM J.F. Brunelli
CAPT J.P. MacLaughlin
CAPT R. Surratt

COMNAVSURFRESFOR

CAPT R.H. Devault
CAPT S. Brooker
CAPT J.L. Johnson
CDR J. Kearney
CDR R. Lang
CDR T.M. McManus
LCDR W. Rice
Mr. B. Howard
Mr. A. Turney

COMNAVAIRESFOR

CAPT C. Askay
CAPT S. Williams
CDR J. Lauder
CDR C. Love
CAPT P. King
AFCM P.F. Bousley

Reserve Associations

Mr. D. Bauman, Naval Enlisted Officers Association
CAPT(RET) F. Becker, Jr., Reserve Officers Association
CAPT(RET) J. Godley, Legislative Director, Navy Reserve
Association
RADM T. Hall(RET), Executive Director, Naval Reserve
Association
COL(RET) G. Hoffman, Jr., Marine Corps Reserve Association
CAPT(RET) A.C. Monson, National President, Naval Reserve
Association

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EUCOM

Informal Panel composed of eight enlisted/commissioned Navy and Marine Reservists on various types of active duty at European command (EUCOM).

ITEMS FORWARDED TO THE RESERVE FORCES POLICY BOARD (RFPB)

ITEM: 00010

SUBJECT: HOSTILE FIRE/IMMINENT DANGER PAY IN CONNECTION
WITH INACTIVE DUTY TRAINING TRAVEL (IDTT)

DISCUSSION: The Department of Defense (DoD) Financial Management Regulation states that "Reserve component members who serve in an imminent danger area for any part of a calendar month are entitled to hostile fire or imminent danger pay for that month provided they remain entitled to active duty basic pay. If, during a calendar month, the Reserve component member serves in an imminent danger area, and during the same month loses entitlement to active duty basic pay, the imminent danger pay will be prorated for the number of days the member received active duty basic pay. Reserve component members are not entitled to hostile fire or imminent danger pay for inactive duty training." Active duty members receive a full month of Imminent Danger Pay even if they are in the imminent danger area for 1 day. It is understood that there is an inequity in compensation when reserve members are not entitled to the same benefits as their active duty counterparts when both are serving in the same capacity.

Inactive duty training orders in today's Navy are written for a wide variety of purposes. Reserve component members on all types of orders may be subject to deployment to an imminent danger area in response to supporting the needs of an active component.

Currently, Reserve Component (RC) members receive Hostile Fire/Imminent Danger pay on a prorated amount based on the number of active duty days performed during that month. Although the NNRPB previously submitted this issue to the RFPB, this item relates to the RFPB study of Comparison of Benefits/Entitlements between Active Component (AC) and Reserve Component (RC) personnel and should be considered during that study.

STATUS: This action will remain open until the RFPB study is completed. The RFPB is requested to include this item in that study.

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ITEM: 00031

SUBJECT: EXEMPTION OF SELECTED RESERVE PAY FROM UNEMPLOYMENT BENEFITS

DISCUSSION: Title 26 United States Code (U.S.C), Section 3309 contains a provision allowing states to exempt National Guard and

Air National Guard pay when they compute an individual's entitlement to weekly unemployment compensation. There is no similar provision for exempting income individuals receive from any other Reserve Component. It appears Federal law grants this exemption only to Guard members.

At least one State, Missouri, attempted to pass State legislation exempting income received from all Reserve Components when computing unemployment compensation. This legislation was dropped because the U.S. Department of Labor advised Missouri that they would be out of conformity with Federal law, if the legislation was passed as written, because Federal law only allows States to exempt income received from the National Guard or Air National Guard. Consequently, the legislation ultimately passed by the State legislature exempts only income received from the Missouri National Guard or Air National Guard.

Although the numbers of service members impacted may be small, this inequality could potentially be a retention disincentive in some Reserve Components and discriminates against Reservists not serving with a National Guard or Air National Guard unit. This is clearly an equity and fairness issue. Corrective action is likely to require a change to Title 26 U.S.C., Section 3309 to extend this exemption to Air Force Reserve, Army Reserve, Coast Guard Reserve, Marine Corps Reserve, and Navy Reserve service members.

STATUS: Since this item impacts all services, it is forwarded to the Reserve Forces Policy Board (RFPB) for consideration.

The Marine Corps Reserve Policy Board (MCRPB) concurs.

ITEM: 00035

SUBJECT: EARLY RECEIPT OF RETIREMENT BENEFITS

DISCUSSION: When Reservists retire from the Naval Reserve, they are ineligible to receive retirement benefits until reaching age 60. Active duty personnel start drawing benefits upon leaving active service. Reservists should have the opportunity to receive retirement benefits in a manner similar to active members.

The 1998 Commander Naval Reserve Force Policy Board supported the view that the time may be right to consider providing Reservists an option to receive retirement benefits prior to age 60. Their recommendation proposed further analysis to determine the feasibility of several options, including:

- Authorizing Reservist eligibility for retirement benefits immediately upon transfer to the Retired Reserve that would provide the actuarial equivalent of benefits based upon age;
- Lowering Reservist retirement pay eligibility below the age of 60;
- Providing the Reservist with a permanent Lump Sum Retirement Benefit option; and
- Establishing vested retirement benefit provisions, i.e., after some mandatory period of service, retirement pay equivalents are accrued, protected and payable at some future retirement eligibility age based on years of service.

This issue requires significant research and analysis regarding the financial and organizational impact. Concurrently, the Reserve Force Policy Board (RFPB) has proposed a complete study of treatment and benefits between Active and Reserve service. The study is intended to identify differences and to provide recommendations for any legislative changes the Secretary of Defense considers necessary, feasible and affordable, to reduce the disparity between Active and Reserve Component members.

STATUS: This is forwarded to the RFPB for consideration in their ongoing study on the parity of pay and benefits for Reserve and Active members.

The Marine Corps Reserve Policy Board (MCRPB) concurs.

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ITEM: 00036

SUBJECT: FULL COMMISSARY PRIVILEGES

DISCUSSION: Commissary privileges are currently limited to 12 visits per calendar year in addition to unlimited visits during Annual Training (AT), Active Duty for Training (ADT), or other active duty. The increasing demand for Total Force integration suggests Reservists should be given unlimited commissary privileges.

Expansion of commissary privileges for Reservists is included in the 1999 Defense Authorizations and Appropriations Bill and would permit an additional 12 days of commissary privileges. According to the Naval Reserve Association's (NRA) Executive Director for Legislative Affairs, the Bill was in Committee, and was expected to be forwarded to Congress on 23 September 1998 and voted on by 1 October 1998.

The Reserve Component is granted unlimited exchange privileges throughout the year. Allowing unlimited commissary visits would permit annual savings of approximately \$1.3 million now associated with managing the Reserve Commissary Card Program. Elimination of the commissary card would also remove another structural and cultural barrier to integration.

STATUS: This issue is forwarded to the RFPB for consideration.

The Marine Corps Reserve Policy Board (MCRPB) concurs.

ITEM: 00037

SUBJECT: RESERVE COMPONENTS INSIDE CONTINENTAL UNITED STATES (INCONUS) AND OUTSIDE CONTINENTAL UNITED STATES (OUTCONUS) (SPACE AVAILABLE) TRAVEL TO PERFORM INACTIVE DUTY FOR TRAINING (IDT)

DISCUSSION: There are approximately 1,624 Reserve Component (RC) members augmenting Commanders in Chief (CINCs) overseas staffs. While many of these personnel reside overseas as civilians, approximately 630 must travel overseas to fulfill Inactive Duty

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for Training (IDT) requirements. Under public law, travel to perform IDT is an out-of-pocket expense. DOD 4515.13-R of November 1994 authorizes Reserve and Guard members "Space Available" travel INCONUS and U.S. territories on military aircraft when traveling to perform Inactive Duty for Training (IDT) or Active Duty for Training (ADT). Reserve and Guard members now fall below retirees in space priority, thus causing delays and/or increased personal costs. Additionally, OUTCONUS "Space Available" travel is not authorized for Reservists traveling to perform IDT. Current "Space Available" policies are unintended barriers to integration which place the Reserve Component at a disadvantage in supporting the Total Force.

Reserve Components provide valuable expertise to the CINCs in virtually all overseas locations, and the CINCs are actively seeking additional RC support. However, the current "Space Available" travel policy places an unreasonable financial burden on members assigned to OUTCONUS billets and limits the CINCs' access to required support. Changing DoD 4515.13-R to authorize Reserve Component members to travel in "Space Available" status to and from duty for training INCONUS and OUTCONUS, with the same space available priority as the Active Component, would enable Reservists to accept increasingly challenging training opportunities and enhance Total Force integration and overall DoD readiness.

STATUS: This is forwarded to the Reserve Forces Policy Board (RFPB) requesting that the RFPB investigate changing DOD 4515.13-R to authorize "Space Available" travel for Reserve and Guard members, with the same travel priority as Active Components, when traveling to perform IDT INCONUS and OUTCONUS.

ITEM: 00041

SUBJECT: MAKE RESERVE CHIEFS AND GUARD DIRECTORS THREE-STAR BILLETS

DISCUSSION: The relative size of the Reserve Component (RC) within the Total Force, and the increased responsibilities inherent in the missions being assigned to that component, require greater integration at the highest military leadership levels. Additionally, contingency operations, contributory

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support and increased RC employment throughout all Active Component (AC) operations requires a higher level of involvement and responsibility from the RC commanders.

The NNRPB understands there is an Office of the Secretary of Defense (OSD) General and Flag Officer Study specifically recommending that Reserve Chiefs and Guard Directors become three-star billets. At the current two-star level, the Reserve Chiefs are disadvantaged when competing for limited program and budget resources. Since allocation of scarce resources are normally made at the three-star level, this doesn't provide a level playing field for Reserve Force commanders. More RC involvement in AC real-time operations requires RC commanders participation at the three-star decision making level. Inputs from AC field commanders and type commanders agree the RC commander must be allowed to participate at the same level as the other Force commanders.

Title 10 U.S.C. limits the number of three-star billets allowed for each service. Title 10 U.S.C. should be amended to allow an increase of four three-star billets or these additional billets should not be counted against the current three-star end strength allowance. The RFPB is currently working this issue and awaiting the Office of the Secretary of Defense (OSD) review of the General and Flag Officer Study so it may endorse the report and forward it to Congress.

STATUS: This Board expresses support for the RFPB effort and encourages expeditious routing of the OSD General and Flag Officer Study and its subsequent submission to Congress.

ITEMS FORWARDED FOR CNO ACTION

ITEM: 00030

SUBJECT: OFFICER SERVICE RECORDS

DISCUSSION: Officer professional qualifications, course completion, schools and awards are annotated on the NAVPERS 1070/613 (Administrative Remarks), and other "temporary" forms, in the field service record. Many of these documents are returned to the individual upon Permanent Change of Station (PCS), making it difficult to verify or substantiate an officer's suitability for various assignments, qualifications or awards. This data's collection, recording and maintenance is essential as a commanding officer's management tool in numerous decision making processes. Therefore, development of a document similar to the NAVPERS 1070/604 (Record of Awards and Training) for the centralization of this data would provide consistency, as well as, ease in maintenance and use of this valuable career information.

RECOMMENDATION: The Board requests CNO investigate consolidation of professional qualifications and course completion information within all officer service records (Active and Reserve) The CNO is requested to provide status to NNRPB during its spring 1999 meeting.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

ITEM: 00038

SUBJECT: JOINT EXPERIENCE TRACKING

DISCUSSION: There is an imperative need to track both Joint Professional Military Education (JPME) and joint military experience for Reserve naval officers as indicated by the following. Title 10 U.S.C., directs that Secretary of Defense (SECDEF) ". . . shall establish personnel policies emphasizing education and experience in joint matters for Reserve officers not on the active-duty list." A memorandum to the Reserve Forces Policy Board (RFPB) from the Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN(M&RA)) dated 4 June 1998

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listed "Lack of effective and focused joint training, qualification, designation and tracking of Reserve members" as a barrier to Total Force integration.

Issues:

- Tracking of Joint Professional Military Education (JPME Phases 1 and 2)
- Tracking of joint military experience (exercises, staffs, operations)

For JPME, Phase 1 JPME completion can currently be recorded for Reserve officers through use of the Additional Qualification Designator (AQD): Joint Specialty (JS) Code 7. Data can be tracked and recalled from various databases; Inactive Manpower and Personal Management Information System (IMAPMIS), billet history files, officer summary records.

For joint experience, information is not currently documented or tracked in a recallable database.

The desired outcome is a process that provides the capability to identify Reserve officers possessing joint training and/or experience.

RECOMMENDATION: The Chief of Naval Operations (CNO) is requested to review and assess, Reserve Force processes to document and track JPME and joint military experience with a view to establishing:

- Criteria for determining relevant experience;
- Processes to accurately document information; and
- Methods to recall information.

The CNO is requested to provide a briefing on this subject at the spring 1999 NNRPB meeting.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

ITEM: 00039

SUBJECT: TRAVEL CLAIM SETTLEMENT

DISCUSSION: During the Board's 1997 European Theater visit, and others, Reserve Component (RC) members voiced concerns regarding:

- Pervasive problems obtaining advance per diem, liquidation of travel claims, timeliness of reimbursements and
- Differing requirements of other Services' personnel support offices.

Our research indicates these problems affect both Active Component (AC) and Reserve Component personnel. They are largely symptomatic of differing administrative and operating procedures within the Navy's Personnel/Pay Administrative Support System (PASS). Within the Navy, the two major claimants of the PASS Program are Commander in Chief, U.S. Atlantic Fleet (CINCLANTFLT) and Commander in Chief, U.S. Pacific Fleet (CINCPACFLT). Inconsistencies in procedures and standards of customer service apparently emanate from differences in CINCLANTFLT and CINCPACFLT business operations, as well as between Services.

The Board recognizes the negative impact pay and travel liquidation problems place on the morale and retention of Total Force personnel. A consistent Navy policy would permit all personnel to operate with the same rules and allow submission of standardized claims to Personnel Support Detachments (PSD), wherever the service member may be.

RECOMMENDATION: The Board requests the CNO investigate standardization of administrative and operating procedures within the PASS.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

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ITEM: 00042

SUBJECT: NAVAL RESERVE STRATEGIC VISION DEVELOPMENT

DISCUSSION: Numerous recent initiatives, such as the Commander, Naval Reserve Force (COMNAVRESFOR) Vision Division, have focused on analysis of future force structure and employment of the Naval Reserve. Currently, a major Office of the Secretary of Defense (OSD) study Reserve Component (RCE-05) is underway with regard to all Armed Forces Reserve Components. In the meantime, no single Navy office is charged with the production of a coherent strategic document to define and articulate the future of the Naval Reserve.

As RADM Hall stated in his letter to CNO dated 28 July 1998, "The Navy does not maximize the potential for Congressional support of Naval Reserve issues. For example, Naval Reserve personnel appropriation funding does not compare favorably with that of other services, partly because the Navy has yet to signal its intentions to Congress with regard to the employment of its Reserve Component."

RECOMMENDATION: The Board recommends that CNO commission an immediate action group to produce, prior to the spring congressional cycle, a consolidated strategic vision document articulating the Navy's intentions, program by program, with regard to roles and missions, force structure, infrastructure, equipment, employment, and funding of the Naval Reserve as a part of the Total Force.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

ITEM: 00048

SUBJECT: ENFORCEMENT OF ACCESSION CONTRACTS

DISCUSSION: Contracts are not being enforced for Naval Reserve mandatory drillers and, in some cases, large amounts of money are expended to send Reservists to lengthy schools, without the member incurring a service obligation. For example, the recruiting programs for Occupational Field 13 (Seabees) enlisted

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personnel have included the Sea Air Mariner (SAM) and the 2X8 program. Although the SAM program has been discontinued, there are SAM Seabees in the system. For both programs, recruits complete Basic Training then attend a Class "A" Navy School. Although SAM Program enlistees return directly to their home Reserve Center after completing the Class A School, those enlisting through the 2X8 Program immediately serve 1-1/2 years in a Naval Mobile Construction Battalion. In either case, once the Seabee leaves active service there is no effective tracking or follow-up to ensure he or she reports to a Reserve Center for affiliation as a drilling Reservist. Moreover, if the individual stops drilling, there is no enforcement of the Reserve commitment.

At one time, low performing mandatory drillers were ordered to 45 days of active duty, but this has been abandoned for economic and other purposes. The per-person cost for these Class "A" Schools is approximately \$7,000. Other Occupational Field 13 programs such as the Advanced Pay Grade (APG) and Construction Battalion Veterans (CBVETs) also lack enforcement of enlistment contracts. These programs, however, do not generate as significant a financial loss.

RECOMMEDATION: The Board requests the Chief of Naval Operations conduct a feasibility study for requiring Naval Reservists who default on enlistment/officer contracts to reimburse the Department of the Navy for training received.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

ITEM: 00049

SUBJECT: NAVY TOTAL FORCE WARGAMING AND NAVAL DOCTRINE DEVELOPMENT

DISCUSSION: Naval Reserve Force structure and policies are based on war/operations plans which do not reflect contemporary national and military security strategies, considerations, and employment. Force structure should flow from intended employment, i.e., strategy and policy as developed and validated by national Total Force war games. Doctrine development should formally take into account the structure and capabilities of the

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Naval Reserve. Decisions on training and employment of naval Reservists should (but frequently do not) flow from approved doctrine.

The recent creation of the U.S. Naval War College three-star command, which incorporates the senior service college with a new

Maritime Battle Center and the Navy Warfare Development Command, presents a unique opportunity for the Navy to formally adopt a true Total Force approach to naval force structure and doctrine development.

RECOMMEDATION: The Board recommends that the CNO identify and institute those formal processes and policies required to ensure the Naval Reserve is routinely included in Total Force war gaming and naval doctrine development under the auspices of the U.S. Naval War College.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

ITEM: 00050

SUBJECT: SINGLE-HOUR DRILL INCREMENTS

DISCUSSION: Commander, Naval Reserve Force (COMNAVRESFOR) recently instituted a policy allowing a Reservist's scheduled training to be performed incrementally in 1-hour periods (4 hours for a pay IDT period and 3 hours for non-pay). This policy is contained in Commander, Naval Reserve Force (COMNAVRESFOR) MSG 091000Z JUN 98 which specifies that incremental drills must be performed at the gaining command's request.

The COMNAVRESFOR message states that this policy has been enacted to provide an opportunity for unit personnel to receive IDT pay, training credit, and retirement points for performing gaining command contributory support. This is not for the convenience of the individual Reservist. There are other opportunities where this flexibility could significantly enhance the contributions made by the Naval Reserve to the Navy and the community. For example, incremental drills could be very useful for training Reservists in civilian courses that meet for 1 to 2 hours per class over a period of weeks. They also might be used for

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providing Casualty Assistance Calls Officer (CACO) support, funeral honors details, critical administrative support to the Naval Reserve activity (for example, in medical and supply departments), and other contributory support that benefits the Navy and the Nation. The current constraints on incremental drills, only at the gaining command's request and only for peacetime contributory support, are too restrictive. Reserve unit commanding officers (CO) have been empowered to adjudicate all drill pay decisions. They decide whether a missed drill is excused or unexcused and whether a makeup drill will be rescheduled or equivalent training utilized. Unit COs should also be given the authority to decide when it is appropriate for a Reservist to use incremental drills with the constraint that they are not be used for the convenience of the individual Reservist.

RECOMMENDATION: The Board forwards this to the CNO for consideration. Extending this authority to unit COs further empowers them to make unit management decisions and gives greater flexibility for meeting the Naval Reserve's mission needs.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

OPEN ITEMS

ITEM: 00013

SUBJECT: UNIFORM ADMINISTRATIVE BOARD PROCEDURES FOR ACTIVE
DUTY
AND SELECTED RESERVIST (SELRES) MEMBERS

DISCUSSION: Administrative board composition for active duty personnel is less restrictive than that required for members of Reserve Components. Title 10 U.S.C., Section 1169 leaves board composition for active members to the discretion of the "Secretary concerned." The Secretary of the Navy allows enlisted personnel, E-7 or above, to be voting members of administrative boards for active duty respondents. Title 10 U.S.C., Section 12685, requires administrative boards for members of Reserve Components be comprised of "officers." In order to fully integrate the Reserve and Active Forces, the rules governing composition of administrative boards should be universal.

The 1997 Board acknowledged the intent of this issue, which affects all Reserve Components, and forwarded it to the Reserve Forces Policy Board, with a request to initiate legislative procedures to amend Title 10 U.S.C., Section 12685 to allow the "Secretary concerned" to determine administrative board composition for all members of the Armed Services.

STATUS: The Board will continue to follow this issue.

ITEM: 00021

SUBJECT: RESERVE ELIGIBILITY IN THE NAVY'S SEAMAN TO
ADMIRAL PROGRAM

DISCUSSION: The National Naval Reserve Policy Board (NNRPB) endorsed the expansion of the "Seaman to Admiral" program to allow Selected Reserve application with the understanding that Reservists selected will return to active duty and fulfill all obligated service requirements. The Secretary of the Navy approved the Board's recommendation.

STATUS: Guidance is currently being developed for this program, and this item will remain open until the Chief of Naval Education and Training (CNET)/Chief of Naval Operations (OPNAV) instruction has been published.

Enclosure (6)

SECNAVNOTE 5420
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ITEM: 00022

SUBJECT: ELIGIBILITY OF SELECTED RESERVISTS FOR UNIT AWARDS

DISCUSSION: SECNAV approved the 1997 board recommendation to change the wording of SECNAVINST 1650.1F, Chapter 3, Section 1, Paragraph 312, 1a, to include specific inclusion of Reserve augmentees and IMAs assigned to the unit. Action has not been completed at this time.

STATUS: This item will remain open until the change has been implemented.

ITEM: 00029

SUBJECT: COMPATIBILITY OF FITNESS REPORT (FITREP)/EVALUATION (EVAL) SOFTWARE

DISCUSSION: FITREP/EVAL software applications are incompatible Navy wide and do not allow transfer of files between and within applications and additionally may not be user friendly. The Navy Personnel Command (NAVPERSCOM) is currently addressing this issue.

STATUS: This item will remain open until the action by NAVPERSCOM is complete.

ITEM: 00033

SUBJECT: TRAVEL TO INACTIVE DUTY TRAINING (IDT) AT MEMBER'S
OWN
EXPENSE

DISCUSSION: The number of Reservists traveling significant distances to drill sites has increased due to base closures, end-strength reductions causing unit decommissionings, travel in conjunction with command billets, and relocations due to changes in civilian occupations.

The lowest airfares are frequently the U.S. Government contract rates. Use of these fares requires travel on funded orders and payment using a government travel credit card. Also, the Joint

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Federal Travel Regulations (JFTR) do not currently authorize government airfare rates for Reservists traveling to IDT sites at their own expense.

The Reserve Forces Policy Board (RFPB) has been exploring options for modifying government airfare contracts to include Reservists' purchase of tickets for travel to IDT sites. The 1997 RFPB report recommended that the Department of Defense (DoD) direct U.S. Transportation Command and General Services Administration (GSA) to:

- implement guidance stated in DoD 451513-R, and
- negotiate government rates for official travel to include IDT.

This would allow Reservists to purchase airline tickets at government/military rates. A DoD travel working group considered this recommendation in 1998. Current GSA contracts through fiscal year 2000, however, do not include such a provision.

STATUS: The Board will continue to monitor the status of this recommendation through the DoD travel working group.

The Marine Corps Reserve Policy Board (MCRPB) concurs.

ITEM: 00040

SUBJECT: LOWER LEVEL AWARD

DISCUSSION: Navy personnel may demonstrate commendable performance as individuals, or as a group, while assigned short duration special duties or projects. These achievements fall short of a contribution commensurate with that required for award of a Naval and Marine Corps Achievement Medal (NMCAM) or Meritorious Unit Commendation (MUC). However, these efforts should receive appropriate recognition.

The NMCAM is currently the lowest award available to lieutenant commander/major and below that provides performance recognition through a ribbon or medal. While there are individual concerns regarding the appropriateness of granting this award for short duration achievements, SECNAVINST 1650.1F does not establish a time limit on the activity duration required for award of a

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NMCAM. Moreover, this awarding authority has been delegated to

the command level to maximize flexibility. There is accordingly no need for another individual award.

The MUC is the lowest award providing group recognition for achievement that authorizes a ribbon or medal. A precedent exists within the Sea Services for a group award at a lower precedence than the MUC.

STATUS: The NNRPB will conduct an examination to determine the viability of a future recommendation to SECNAV to establish a lower level group award.

ITEM: 00045

SUBJECT: ANNUAL TRAINING (AT) LENGTH

DISCUSSION: Title 10 U.S.C., Section 10147, requires members of the Ready Reserve to participate in not less than 14 days of Active Duty for Training (AT) each year, except as specifically provided for in Secretary of Defense (SECDEF) regulations. SECDEF, via memorandum, granted the Navy the latitude to prescribe 12 days of AT for Naval Reservists when necessary to meet budgetary constraints. Other components, excluding the Coast Guard, receive 14 days of AT. The Secretary of Defense recently expunged the SECDEF memorandum which was the basis for the Naval Reserve issuing 12-day AT orders. However, Service Chiefs still retain a 12-day order option during the execution year should it become necessary due to budgetary constraints.

During the Board's European Theater visit, commands consistently voiced a growing need for Reservists to perform AT for up to 17 days. Board members heard from virtually every command visited that 12-day orders for OUTCONUS duty were simply inadequate and not cost effective. Briefings received during the September General Assembly from several Reserve interest groups also advocated that the Navy take steps to allow Reservists to perform 14-day Annual Training periods.

Commander, Naval Reserve Force (COMNAVRESFOR) policy is to budget for 14-day AT orders for all Reservists. This policy is

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reflected in the budget submitted for Fiscal Year (FY) 2000. However, the Naval Reserve may still experience shortfalls in FY 1999.

Under the current law, the Chief of Naval Reserve retains the authority to issue 12-day orders if necessary due to budgetary constraints. The flexibility afforded by this option is a valuable tool in maximizing Reserve utilization and providing CINC's with the maximum amount of AT possible, since savings generated by 12-day orders for situations such as schools, permit flexibility to meet the Fleet's needs for 17-day orders.

STATUS: The Board supports the COMNAVRESFOR policy of budgeting for 14-day orders for all Reservists. The Board will continue to monitor the implementation and execution of this policy through FY 00.

ITEM: 00051

SUBJECT: AVIATION CONTINUATION INCENTIVE PAY EQUITY

DISCUSSION: Rules for earning Aviation Continuation Incentive Pay (ACIP) are consistent in all but one category for Reserve and Active members. The inconsistency impacts Reservists who, under current policy, are not entitled to ACIP after 24 months in a non-flight billet. This inconsistency may also create a cost burden through additional administrative tracking.

STATUS: The Board will continue to examine this and request further details from the submitter. Results will be presented at the spring 1999 board meeting.

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CLOSED ITEMSITEM: 00001SUBJECT: ADMINISTRATIVE SEPARATION OF SELECTED RESERVISTS
(SELRES) FOR MISCONDUCT AS EVIDENCED BY DRUG ABUSE

DISCUSSION: The Military Personal Manual (MILPERSMAN) 3630620, Paragraph 2a, provided that separation of enlisted personnel from the Navy by reason of misconduct due to drug abuse normally results in a Characterization of Service as Other Than Honorable (OTH). SECNAVINST 1910.4B, part 3 of enclosure (2), paragraph A3d provided: "Conduct in the civilian community of a servicemember of a Reserve Component who is not on active duty or active duty for training may form the basis for characterization under Other Than Honorable conditions only if such conduct directly affects the performance of the member's military duties."

The Board saw this as an inequity in the system and, in fully supporting the Navy's "Zero Tolerance" stand on drug abuse and the "One Navy" concept, strongly supported the proposed change requested by the Commander, Naval Reserve Force (COMNAVRESFOR) Policy Board.

STATUS: Closed. The Board understands this is being corrected by amending SECNAVINST 1910.4B, part 3 of enclosure (2), paragraph A3d by adding: "If a member tests positive for the presence of illegal drugs, or their metabolites, in the member's body while in an active or inactive duty status, the member's drug abuse shall be deemed to have affected directly his/her readiness and performance of military duties" or words to that effect.

ITEM: 00002

SUBJECT: INDIVIDUAL MOBILIZATION AUGMENTEE (IMA) LEVEL AND
MIX
WITHIN THE NAVAL RESERVE FORCE

DISCUSSION: The Reserve Components (RC) of the various services have significantly different proportions of their forces allocated among units and IMAs. Suggestions have been made that the Navy should move to a more IMA-oriented force.

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Historically, the Naval Reserve has been a unit-oriented force. It is organized primarily as units, drills in peacetime as units, and plans to mobilize and deploy as units -- although "augmentation units" merge into their gaining commands' structures upon mobilization and lose their unit identity in the process. IMA billets are established for highly-specific, one-or two-person requirements. Historically, IMA billets are "high-visibility" assignments and often are nominative billets, with the gaining command making the final selection decision.

STATUS: Closed. On 4 September 1997 the Secretary of Defense issued a memorandum entitled, "Integration of the Reserve and Active Components" stating that a seamless Total Force can only be achieved through full Active and Reserve integration. It clearly articulates a course which is driven by gaining command, manning, funding and other requirements. SECNAVINST 1001.37A provides the vehicle to undertake this evolutionary step, and the IMA option should be employed to the fullest extent, where appropriate. In areas such as senior officer staff assignments, the IMA structure will free gaining commands from a rigid unit structure which inhibits placing the right Reservist when and where required.

ITEM: 00006

SUBJECT: ACCELERATING SEAMLESS INTEGRATION BY STREAMLINING
ADMINISTRATIVE AND TRAINING ADMINISTRATION
REQUIREMENTS

DISCUSSION: Accelerating Seamless Integration by Streamlining Administrative and Training Administration Requirements. The Board requested and received from the COMNAVRESFOR a study of administrative and training administration requirements that affect the amount of time Selected Reservists have available for Individual Training Plan (ITP) training and peacetime support. The study illustrated that on average a SELRES uses over 50 percent of the available drill and Annual Training (AT) time to complete administrative and non-ITP training requirements

STATUS: Closed. Chief of Naval Education and Training (CNET) has pledged a revamped General Military Training (GMT) program reducing requirements from 73 to 12 for implementation no later than January 1999. Several other training requirements have been

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incorporated into other programs for streamlining ("tobacco policies" into Physical Readiness Training (PRT), "Fraud Waste & Abuse" into GMT) or deleted (Ethics and Standards of Conduct and Health Promotion Program). COMNAVRESFOR is engaged in continuous process improvement with video teleconferencing, video tele-training and web based/CD ROM training. In addition, Naval Reserve Training and Administration requirements are being reduced.

ITEM: 00017

SUBJECT: BASIC ALLOWANCE FOR QUARTERS (WITHOUT DEPENDENTS)
FOR
RESERVISTS ON EXTENDED ACTIVE DUTY TRAINING/ACTIVE
DUTY
FOR SPECIAL WORK (ADT/ADSW)

DISCUSSION: Basic Allowance for Quarters (BAQ) is provided to active duty single members in order to subsidize housing costs when a military member is not assigned to government housing. However, BAQ is not authorized for Reservists without dependents while they are on active duty.

The Reserve Forces Policy Board (RFPB) addressed this item. The 1997 National Defense Authorization Act, Section 1256, directs the Department of Defense to prepare a report on the parity of pay for Active and Reserve service. The completed report recommends changes to Title 10 U.S.C. to correct pay disparity. One item is single BAQ.

STATUS: Closed. The RFPB is monitoring this item.

ITEM: 00019

SUBJECT: STRATEGIC PLAN FOR OPTIMUM UNIT GEOGRAPHIC LOCATION

DISCUSSION: The NNRPB commends the initiatives underway at COMNAVRESFOR which consider the criteria needed to determine how to best manage unit location. The Board also applauds COMNAVRESFOR for combining the ongoing efforts of the Surface and Air communities in developing a strategic and worldwide approach

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to optimize unit location and improve readiness. Ideal Reserve unit geographic location provides the flexibility and interoperability necessary for a Total Force.

STATUS: Closed. The Board supports COMNAVRESFOR's continuing efforts in this area and requests COMNAVRESFOR provide an overview and update at the spring NNRPB meeting.

ITEM: 00020

SUBJECT: IMPLEMENTATION OF A TOTAL FORCE IDENTIFICATION CARD

DISCUSSION: The Reserve Forces Policy Board (RFPB) recommended to the Office of the Secretary of Defense (OSD) that a uniform Total Force identification card be issued to all active, Reserve and emergency essential civilian members. The card would be a multi-service "SMART" card using commercially available technology to contain information.

An Integrated Product Team (IPT) completed an analysis of this issue and concurred with the recommended change to current ID card policy. The Under Secretary of Defense (Personnel and Readiness) (USD (P&R)), in a memo dated 4 December 1997, approved changing the Reserve Forces Identification Card, DD Form 2 (Reserve), to green.

The IPT also recommended the Armed Forces pursue "SMART" card technology. Defense Manpower Document Center (DMDC) in concert with J8 has been assigned responsibility for evaluation and testing of the "SMART" card technology. OSD has designated the Navy as the lead service in this endeavor.

STATUS: Closed. The NNRPB concurs with the new USD (P&R) Armed Forces Identification Card policy and supports the RFPB initiative for the evaluation and acquisition of "SMART" card technology.

ITEM: 00023

SUBJECT: ELIGIBILITY OF SELECTED RESERVISTS FOR DOD SERVICE
MEDALS AND JOINT AWARDS

DISCUSSION: Specific eligibility criteria for various DoD Service Medals (e.g., Armed Forces Service Medal (AFSM)) and other joint awards (e.g., Joint Meritorious Service Unit Award) did not clearly support integration of the Total Force. The 1997 NNRPB, because of DoD-wide application, forwarded it to the Reserve Forces Policy Board (RFPB).

STATUS: Closed. RFPB members, on 7 July 98, determined that new changes to the DoD Awards Manual, DoD 1348.33-M of 12 Sep 96 resolved this issue. Reservists are eligible for the Joint Meritorious Service Award (JMSA) and Armed Forces Services Medal (AFSM) when attached, by official orders (active duty, TAD and TDY), to the units receiving the awards. In the case of the JMSA, local commanders may also waive, on an individual basis, the minimum time requirement, for direct contributions to the achievements cited.

ITEM: 00024

SUBJECT: IMPACT ON SELECTED RESERVE MEMBER UPON COMPLETION OF
VOLUNTARY PERIODS OF ACTIVE DUTY FOR SPECIAL WORK
(ADSW)

DISCUSSION: COMNAVRESFOR MSG 251002Z NOV 97 implemented a policy regarding reassignment of Selected Reservists upon completion of extensive periods of ADSW and/or Active Duty (AD) to ensure volunteers performing ADSW/AD are returned to pay status.

STATUS: Closed.

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ITEM: 00027

SUBJECT: QUALITY AND STANDARDIZATION OF WOMEN'S UNIFORM ITEMS

DISCUSSION: The quality, consistency and fit of Navy uniform items are often unpredictable and of marginal to substandard acceptability. This is a common problem experienced by both male and female personnel, but most frequently surfaces within the Navy and Naval Reserve female populations.

Recent initiatives by the Deputy Chief of Naval Personnel, the Chief of Naval Personnel Special Assistant for Women's Policy, the Navy Exchange Command and the Navy Uniform Board to focus on uniform issues will lead to making effective, informed decisions on women's and men's uniform concerns.

STATUS: Closed. The NNRPB fully supports all initiatives to improve the functionality and quality of women's and men's uniforms. Furthermore, it is recommended that the CNO (N095) provide comments regarding uniform issues to the CNO (N41) to highlight these issues in general and include the unique concerns of Naval Reservists in the deliberations of the Navy Uniform Board.

ITEM: 00028

SUBJECT: PROSTATE SPECIFIC ANTIGEN (PSA) TESTING FOR ALL MALE RESERVISTS OVER AGE 40

DISCUSSION: PSA testing is a common health screening strategy used in the civilian health care system to identify men over 40 years of age who may be at risk for developing prostate cancer.

In 1997, the Board endorsed Bureau of Medicine and Surgery's (BUMED) plan to select a highly specific screening test for prostate cancer and recommended that it be applied routinely for all male sea service personnel who have reached the age of 40. However, PSA testing has been found to generate a large number of false positive results and has not been found to be any more effective than the routine rectal exam. In order to address these discrepancies, BUMED is investigating options for increasing the identification rate for those at risk for the development of prostate cancer.

STATUS: Closed. In the opinion of the Board, this item is being managed by BUMED. No further intervention is necessary.

The Marine Corps Reserve Policy Board (MCRPB) concurs.

ITEM: 00032

SUBJECT: THERE IS NO CONSISTENCY FOR REPORTING THE RESULTS OF OFFICER PROMOTION SELECTION BOARDS IN THE UNITED STATES NAVY

DISCUSSION: Results of promotion selection boards are taking what appears to be far too long to approve and publish. Over the past few years, several additional administrative requirements have been added to the post-board review process by Congress and DoD to ensure that the historical conduct of all selectees is consistent with the Navy's core values. These additional review steps have lengthened the processing time for promotion board results. The Navy chain of command is keenly focused on this issue and very aware of the impact on Navy morale. Steps are being taken to shorten the process by broadcast routing board results to several offices at once for screening rather than the old method of serial routing. This process change saved several weeks; however, the Office of the Secretary of Defense (OSD) added several new chops which negated this savings. All options for decreasing the processing time are being pursued vigorously, including prescreening records as feasible and discussions with the DoD requesting relief from their new requirements. The chain of command is very aware of this problem and is working hard to find a remedy.

STATUS: Closed. The highest levels of the chain of command are aware of this issue and taking all possible actions to minimize processing time for promotion selection board results.

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ITEM: 00034

SUBJECT: MONTGOMERY GI BILL (MGIB)

DISCUSSION: To meet the educational needs of veterans, Title 10, U.S.C created the Montgomery GI Bill. There are two distinct versions tailored to meet the needs of the target group of veterans to whom they apply.

Full time military personnel may contribute \$100.00 per month to an educational fund. They may redeem their benefits at anytime up to 10 years after the date the enrolled member leaves active service. This time frame was selected to accommodate the schedule of an active duty service member and considers arduous deployment schedules and work schedules that prevent enrollment in educational programs that regular classroom attendance.

The second version applies to drilling Reservists. It becomes available to a Reservist based on eligibility requirements spelled out in Title 10, U.S.C. Primarily, it requires an enlistment or reenlistment of at least 6 years. Funding for this version of the bill is provided by the Reserve Personnel, Navy (RPN) account, and the benefits are redeemable within 10 years from the date the Reserve Component (RC) member becomes eligible for the benefits. Upon becoming eligible, a drilling Reservist receives a benefits briefing and signs documentation certifying that they understand the program's scope and limits.

The Montgomery GI Bill variations will be examined by the Reserve Force Policy Board (RFPB) as they conduct a complete review of benefits and entitlements with respect to Active and Reserve Components. Changes to Title 10 U.S.C which modify the provisions of the Montgomery GI Bill may affect only small numbers of RC personnel and have the minimal impact on the Montgomery GI Bill process.

The Board believes that the Montgomery GI Bill is designed to serve two groups with different needs. Existing provisions of the bill meet the needs of the naval services. The Board encourages all commands to review benefits and entitlements briefings for RC personnel to ensure members are certain of the limits upon their benefits.

STATUS: Closed. No SECNAV action is required at this time.

The Marine Corps Reserve Policy Board (MCRPB) concurs.

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